

Your job application is wrong. It says you're a woman, but I can tell you're a man...

I just rented the apartment, right before you got here, and we don't have another one. Sorry...

We don't serve people like you here. We're a family restaurant... You'll have to leave...

**It was always wrong, but now it's against the law!**

## These are Your Rights:

**Employment:** Employers are not allowed to discriminate because of gender identity or expression in decisions regarding hiring, tenure, promotion, terms, conditions, and privileges of employment.

**Housing:** Any person who is authorized to sell, rent, lease, sub-lease, or manage a dwelling is not allowed to discriminate in negotiations, the rental or sale of a dwelling on the basis of gender identity or expression. It is also illegal to falsely claim that a dwelling is not available for rent or sale.

**Credit:** Financial institutions are prohibited from refusing to extend a loan for the purchase or improvement of a home because of gender identity or expression.

**Health and Welfare** agencies, like hospitals, nursing homes, counseling centers, community service centers, may not discriminate by withholding, or denying services, programs, benefits, facilities, or in setting rates for services based on gender identity or expression.

**Public Accommodations:** It is unlawful for a person, business or organization that provides services to or makes facilities available to the public to discriminate on the basis of gender identity or expression. For example, hotels, restaurants, movie theaters, and health clubs are required to allow transgender people to enjoy the privileges of the facility and at the same rates as other customers.

## These are the Exceptions:

**Religious institutions** may discriminate in employment, the rental or sale of housing and property, and in operating public facilities in order to promote their religious principles. **Private Clubs** may discriminate in services they provide only to their members. **Employers** may discriminate if a particular occupation reasonably requires a certain type of person. Employers with less than 15 employees for 15 days of the previous year are exempt. **Renting** to members of one sex is permitted if the dwelling is constructed in such a way that personal privacy and personal safety are an issue, such as in dormitories or shared housing. A **property owner** is exempt from the fair housing laws if he or she lives in the building and the building contains 4 or fewer units. Some **Health and Welfare** agencies operated by religious institutions or fraternal organizations that primarily serve only their membership are exempt.

## If You Believe You Have Been Discriminated Against:

### • **Contact the Baltimore Community Relations Commission**

The Baltimore CRC is the City Agency that investigates claims of discrimination and assists people who have been discriminated against to enforce the laws that protect them.

The Baltimore CRC can only investigate acts of discrimination that occur in Baltimore City. Remember, anti-discrimination protections on gender identity and expression exist **ONLY** in Baltimore City.

Even if you are not sure if you have a claim under the law, contact the CRC.

### Contact Information:

Baltimore Community Relations Commission  
P: 410.396.3141—Mon thru Fri, 9AM—5PM  
10 N. Calvert Street, Suite 915  
Baltimore, MD 21202  
Visit the CRC website at:  
<http://www.baltimorecity.gov/government/community.html>

### Protecting Yourself

These laws only work when they are enforced, and you have much of the responsibility for making sure that enforcement happens. If you believe that you are experiencing discrimination, act on it right away.

**Inform the person:** If an employer, landlord, or business owner acts in a way that is prohibited by the law, tell them about the law. Show them this brochure or give them the number of the CRC to call and get educated. You can be mad later. Try education first. If that doesn't work...

**Document the discrimination:** Even if it's just a note in your calendar. Write down conversations and save every piece of paper related to the discrimination. If there are friendly witnesses, ask them to give you a written statement. You can give these to the CRC later as part of your complaint.

**Call the CRC** and file a complaint.

## Transgender People have Rights in Baltimore City!

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As of January 5, 2003, Baltimore City Ordinance 02-453 prohibits discrimination based on **gender identity or expression** in employment, housing, and public accommodations.

According to the ordinance, **Discrimination** means "any difference in the treatment of an individual or person because of race, color, religion, national origin, ancestry, sex, marital status, physical or mental disability, sexual orientation, or gender identity or expression."

**"Gender Identity or Expression"** means an individual's having or being perceived as having a gender-related self-identity, self-image, appearance, expression, or behavior, whether or not those gender-related characteristics differ from those associated with the individual's assigned sex at birth.

This means that employers, landlords and real estate agencies, and any public business operating in the City of Baltimore, like a restaurant, theatre, health club, etc., cannot treat transgender people differently or deny them services based on their transgender status.

There are some exceptions, but in general, **YOU HAVE A RIGHT TO BE FREE FROM DISCRIMINATION IN BALTIMORE CITY!**

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**Know Your Rights and  
Claim Them!**

Baltimore Community Relations  
Commission

Suite 915, Equitable Building  
10 North Calvert Street  
Baltimore, Maryland 21202

Phone: (410) 396-3141

Fax: (410) 244-0176

Website:

[http://www.baltimorecity.gov/government/  
community.html](http://www.baltimorecity.gov/government/community.html)



**DISCRIMINATION  
IS ILLEGAL!**

**TRANSGENDER PEOPLE  
HAVE THE RIGHT TO BE  
FREE FROM UNLAWFUL  
DISCRIMINATION**

**COMMUNITY  
RELATIONS  
COMMISSION**

